

Overview of the Requirements for Highly Qualified Teachers and Paraprofessionals in NCLB

All teachers teaching in core academic subjects must be highly qualified no later than the end of the 2005-06 school year.

Who has to be *highly qualified*?

The requirement that teachers be highly qualified applies to public elementary or secondary school teachers who teach a **core academic subject**.

What are the *core academic subjects*?

English, reading or language arts, mathematics, science, foreign languages, civics and government, economics, history, geography, and arts.

Highly Qualified New Teachers

The term <i>highly qualified teacher</i> applies to any public elementary or secondary school teacher who is licensed to teach in the state and does not have any licensure requirements waived on an emergency, temporary, or provisional basis.		
Elementary	Middle	Secondary
--at least a bachelors degree AND --pass a test that demonstrates subject knowledge & teaching skills in reading, writing, mathematics, and other areas of the basic elementary school curriculum	--at least a bachelors degree AND --demonstrates competency in each academic subject they teach	--at least a bachelors degree AND --demonstrates competency in each academic subject they teach
	Mechanisms for demonstrating competency in each academic subject area: --pass a test --academic major --graduate degree --coursework equivalent to undergrad academic major --advanced certification or credential	

Highly Qualified Existing Teachers

The term <i>highly qualified teacher</i> applies to any public elementary or secondary school teacher who is licensed to teach in the state and does not have any licensure requirements waived on an emergency, temporary, or provisional basis.		
Elementary	Middle	Secondary
--at least a bachelors degree AND --pass a test that demonstrates subject knowledge & teaching skills in reading, writing, mathematics, and other areas of the basic elementary school curriculum	--at least a bachelors degree AND --demonstrates competency in each academic subject they teach	--at least a bachelors degree AND --demonstrates competency in each academic subject they teach

	Mechanisms for demonstrating competency: --pass a test --academic major --graduate degree --coursework equivalent to undergrad academic major --advanced certification or credential	
OR	OR	
--demonstrates competence in all academic subject areas via a high objective uniform State evaluation that: <ul style="list-style-type: none">➤ is based on both grade appropriate academic subject matter knowledge and teaching skills;➤ is aligned with challenging State academic content and student academic achievement standards;➤ provides objective, coherent information about the teacher’s attainment of core content knowledge in the academic subject areas being taught;➤ is applied uniformly to all teachers in the same subject area and grade level;➤ takes into consideration, but not based primarily on, the time the teacher has taught the academic subject; and➤ may involve multiple, objective measures of teacher competency.		

What are the target groups we need to focus our efforts on?

- permits
- waivers
- 2 outs (teachers teaching 2 units out of field)
- middle grades teachers

Parents right to know--Schools (Title I school wide schools/Title I targeted assistance programs) are required to notify parents when a teacher who is not highly qualified has taught their child for 4 or more consecutive weeks.

Highly Qualified Paraprofessionals

Who has to be *highly qualified*?

The requirement that paraprofessionals be highly qualified only applies to those paraprofessionals who work in Title I schools or Title I targeted assistance programs.

What are the qualifications for *highly qualified* paraprofessionals?

Paraprofessionals who provide instructional services must have--

- completed two years of study at an institution of higher education;
- obtained an associates or higher degree; or
- passed a test that demonstrates knowledge of, and the ability to assist in the instruction of reading, writing, and mathematics

All **new paraprofessionals** hired after January 8, 2002 who work in Title I schoolwide schools or Title I targeted assistance programs must meet these requirements now.

Existing paraprofessionals – those individuals hired prior to January 8, 2002 who work in Title I schoolwide schools or Title I targeted assistance programs must meet the requirements by January 8, 2006.

The State Department of Education will adopt a test that will measure the knowledge and skills identified in the law.

The test currently under consideration is the ETS ParaPro Assessment. Information about this test is available on the ETS web site at <http://www.ets.org/parapro/index.html>.

SDE will use the same process for review of the ParaPro Assessment as used for the review and adoption of the tests required for teacher licensing.

A panel of “practitioners” will review a “live” test.

The standards setting study for the ParaPro is scheduled for February 11, 2003.